“Making the Most out of QSEN ‘s Knowledge, Attitude and Skills (KAS) Competencies in an RN to BSN Program: A Three Level Educational Approach”

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After the presentation participants will be able to:

- Recognize the value of educating RN–BSN students in the IOM/QSEN competencies of knowledge, skills and attitudes (KSAs) when promoting organizational high efficiency.
- Promote Translational Science competencies in RN–BSN Programs
- Utilize resources for linking educational strategies for RN–BSN students that promote quality and safety in their respective organizations.
- Recognize the importance of academic and professional partnerships as a consistent effort to promote excellence in healthcare delivery.
Today, more than 165,000 students attend Miami Dade College, a state-supported college with seven campuses, two centers and numerous outreach centers. We are the largest institution of higher education in the United States and one of the most highly regarded colleges in the nation.
Mission of Miami Dade College

The Mission of Miami Dade College is to change lives through the opportunity of education.

As democracy’s college, MDC provides high-quality teaching and learning experiences that are accessible and affordable to meet the needs of our diverse students and

Prepare our students to be responsible global citizens and successful lifelong learners.

The College embraces its responsibility to serve as an economic, cultural and civic beacon in our community.
This designation is for institutes of higher education that lead in social innovation education.

Miami Dade College is the only public institution in the southeastern United States to receive the honor, while joining many prestigious universities including Brown, Cornell, Duke, Fordham, George Mason, Johns Hopkins and Tulane.

Ashoka U is a program of Ashoka, the world’s largest network of social entrepreneurs.

Ashoka has a vision in which “Everyone is a Changemaker.”
Benjamín León School of Nursing

- Offering a variety of in-demand options, the acclaimed School of Nursing has trained more than 50 percent of Miami–Dade County's nurses.

**Bachelor of Science in Nursing**
- In this degree program, faculty will build on your natural compassion with the competency, critical-thinking skills and cultural awareness needed to help the nurse be an exemplary health care provider.

**Associate of Science in Nursing**
- The School of Nursing offers a comprehensive program of study leading to an Associate in Science degree in nursing through several options (Generic, Bridge and Accelerated).
“There are some patients whom we cannot help. There are none whom we cannot harm”

A. L. Bloomfield
Impact of Quality for Healthcare Delivery

“Learning about patient safety as a fundamental quality of patient care, and system vulnerabilities need to begin in pre-licensure programs and be an integral part of learning in all phases of healthcare education”

The profession of nursing in the United States is at a significant moment. It must contend with enormous pressures, from the chaotic health care system and the economic forces that drive it to profound changes in science, technology and patient activism”.

(Benner et al., 2009, The Carnegie Foundation)
Significance for Practice

- Nurse executives from premier nursing organizations including ANCC Magnet Hospitals, all recognize the unique value that BSN prepared nurses bring to the practice setting (AACN, 2014).

- The Quality and Safety Education for Nurses Institute (QSEN) developed competencies that closely look at nursing knowledge, skills, and attitudes (KSAs) in a quality and service driven healthcare environment.
The Translational Science

- Translational science provides clinical nurses opportunities to integrate theory, research, and evidence-based practice (EBP).

(White & Dudley–Brown, 2012)
Transformational competency is the ability of nurses to analyze and evaluate the empirical data for feasibility and applicability in order to most effectively implement evidence based practice for optimal outcomes.

(White & Dudley-Brown, 2012)
Translation of evidence includes a thorough literature review from the various level of evidence to support the change in practice, evaluation of the research findings, assessment of the evidence for actual organizational feasibility and applicability solutions as best practice recommendations.

(White & Dudley–Brown, 2012)
The QSEN Organizational Pillars

Knowledge, Skills and Attitudes (KSAs)

- Patient Centered Care
- Team Work and Collaboration
- Evidence Based Practice
- Quality Improvement
- Safety
- Informatics

American Association of Colleges of Nursing QSEN Education Consortium. www.qsen.org
The long-range goal of QSEN is to reshape professional identity formation in nursing to include commitment to quality and safety competencies recommended by the Institute of Medicine (IOM).
The aim of this educational initiative is to validate QSEN competencies significance when generating RN–BSN nurses as competitive candidate applicants in a quality and safety driven healthcare organizational environment.
Valdes Orta
Program Key Principles

- Situational Awareness
- Ownership
- Accountability
- Communication
- Relationship-Based Philosophy

Koloroutis, 2004
The Informed Healthcare Professional

- Explicit
- Judicious
- Conscientious

Organizational Environment

- Patients, families and community.
- It is about standards, procedures, protocols and policies!
- Peer and committee driven.
- Inspirational and motivational.
Methods: Novice to Expert Methodology

QSEN competencies are progressively embedded all throughout the RN–BSN curriculum in three courses (AACN, 2014).

- Transition Professional Nursing Course (Entry).
- Research and Evidence Practice Course (Middle).
- Leadership and Management Course (Culminating).

Miami Dade College RN–BSN curriculum (Benner, 2009)
## Entry Level: Conceptual Transition to Professional Nursing in Population Specific Healthcare

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<thead>
<tr>
<th>Role</th>
<th>Focus Area</th>
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<tbody>
<tr>
<td>Caring</td>
<td>Cultural Sensitivity</td>
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<tr>
<td>Clinician</td>
<td>Cultural Inquiring</td>
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<tr>
<td>Scholar</td>
<td>Evidence Driven Practice</td>
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<tr>
<td>Leader</td>
<td>Ethical, Legal and Regulatory Issues</td>
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<tr>
<td>Executive</td>
<td>Professional Indicators</td>
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### QSEN TEAM BASED QUALITY IMPROVEMENT PROPOSAL

- Near Misses
- Sentinel Events
- National Patient Safety Goals
- Core Measures
- Nurse Sensitive Indicators NDNQI
- Service Excellence and Recovery
Middle Level: Inquiring Research and Evidence Practice Course.

- **Caring**
  - Diagnostic Reasoning

- **Clinician**
  - Ethical Consciousness

- **Scholar**
  - Research Methodology

- **Leader**
  - Appraisal of Evidence

- **Executive**
  - Feasibility and Applicability

  **Translation of Evidence in Practice**

**CLINICAL UPDATE REVIEW**
POLICIES, PROCEDURES STANDARDS, AND PROTOCOLS

- PICO Method
- Informatics
- Patient-oriented evidence that matters (POEMs)
- Safety, Service and Organizational Interprofessional Culture
Culminating: Applying Leadership and Management Course.

- Caring
  - Organizational Transformational Leadership
- Clinician
  - Decision Making for Change
- Scholar
  - Healthcare Reform
- Leader
  - Fiscal Competencies
- Executive
  - Sustainability
  - Service Excellence

QUALITY AND PERFORMANCE IMPROVEMENT PROJECT

- Data Driven PDSA or PICO
- Level 3 Evaluations
  - Education
  - Validation
  - Simulation
- Initiative:
  - Organizational Divisional Unit Based
  - Professional Advancement Mentoring
Three cohorts have successfully completed the RN–BSN program with QSEN centered education by developing EBP knowledge and skills, acquiring situational awareness while facilitating patient and family-centered positive attitudes.

Area hospitals have collaborated with MDC to recruit RN–BSN students for employment.

Graduates of the RN–BSN program continue to be competitively hired by regional healthcare organizations during and after graduation.

Benjamin Leon School of Nursing at Miami Dade College has been asked to consultant for organizational RN–BSN Programs at academic Institutions specifically to educate their RN’s.
Results & Outcomes

- MDC RN–BSN program students have presented in regional and national quality and EBP research forums.
- MDC RN–BSN program graduates hold leadership positions in quality clinical and service position at primary and tertiary institutions.
- MDC RN–BSN graduates are competitive as applicants to graduate nursing programs, regionally and nationally.
Implications for Healthcare Organizations

- Evidence based curriculum for the future.
- Teaching idealism with realism.
- Moving these concepts beyond the tertiary system.
- Cost and benefits.
- Avoiding “Silos of Excellence”!

“Highly Accomplished Multifaceted Nurse Professionals”
Students’ Empirical Accomplishments

A Literature Review Clinical Update: Early Defibrillation without CPR Interruption when Effectively Treating Ventricular Fibrillation
2015 Florida Nurses Association, St Augustine, Florida, USA
2015 HANA Convention, Miami Dade College, Miami, Florida, USA
2015 Baptist Health System Research Conference, Miami, Florida, USA

A Literature Review Clinical Update: Valsalva Maneuvers for the Stable Supraventricular Tachycardia Patient Population
2014 HANA Convention, Miami Dade College
2014 Baptist Health System Research Conference

A Literature Review Clinical Update: Importance of Identifying the Causes of Asystole During a Code
2013 HANA Convention, Miami Dade College
2013 Baptist Health System Research Conference

A Literature Review Clinical Update for Safe Practice: Recognizing the Appropriate Sequence to Effective Treatment in Wide Complex Tachycardia.
2014 HANA Convention Miami Dade College.
Take Action: Clinician and Leader

- You have to decide if you are going to support these ideas consistently in your practice.

- Do you want to reinforce these ideas in your organizations?

- Where do you want to start?
References


Miami Dade College. Benjamin Leon School of Nursing. RN–BSN curriculum.


Any Questions?